

Corporate principles of apm medical GmbH for the recruitment and deployment of international nursing staff

apm medical GmbH is committed to fair and ethical recruitment and placement practices in accordance with the principles of the "Fair Recruitment Nursing Germany" quality mark. Our voluntary commitment includes:

1. WHO Global Code of Conduct:

We align our corporate practices with the World Health Organization (WHO) [Global Code of Practice for the International Recruitment of Health Professionals](#). This includes respectful, transparent and ethical recruitment.

2. Compliance with international agreements:

We are committed to respecting international human rights conventions and the International Labor Organization's [\(ILO\) General Principles and Operational Guidelines for Fair Recruitment](#). Our practice is based on the ILO core labor standards.

3. Free recruitment and placement:

It is our policy not to charge any direct or associated placement costs or fees from caregivers. We only support placement and recruitment companies that adhere to the Employer Pays Principle.

4. Contractual relationships without counterproductive clauses:

We undertake not to place care workers in contractual relationships that contain repayment and commitment clauses that are not in line with the "Fair Recruitment Care Germany" quality mark.

5. Regular review and updating:

Our written declaration and all associated documents are regularly reviewed and updated as necessary. The last update date is indicated transparently.

6. Linguistic accessibility:

The statement is provided in the official language or at least one common language spoken in the countries from which the company recruits nursing staff. This ensures clear and understandable communication with all parties involved.